



# MAXIMIZING LIFE

HELPING YOU BE YOUR BEST!

## Management Boot Camp 101

### DiSC Management

#### MODULE 1: Self Awareness: Motivators and Stressors

**Activities:**

- Individual
- Small Group
- Large Group

**Materials:**

- Handout 2.1
- Handout 2.2
- Handout 2.3
- *Maximizing PLC Performance Profile: Your DiSC Management Style section*
- *Management Interaction Guides*

**Goals:**

- Explore the influence your management style has on how you manage time, make decisions, and approach problems.
- Learn a method for recognizing other people's DiSC® styles.

**Activity Description:**

Participants explore how they tend to manage time, decisions, and problem solving. They then get into DiSC style groups and create posters describing a day in the life of their styles. After they present their posters to the larger group, they discuss what they learned about different styles. Participants learn how to recognize others' DiSC styles using people reading. They practice people reading using video segments in a competitive team activity. Finally, they people read someone they manage.

#### MODULE 2: Staff Awareness: Directing and Delegating

**Activities:**

- Individual
- Partner
- Small Group
- Large Group

**Materials:**

- Handout 3.1
- Handout 3.2
- *Maximizing PLC Performance Profile: Directing and Delegating section*
- *Management Interaction Guides*

**Goals:**

Learn about your natural directing and delegating style.  
Identify the directing and delegating needs of different people.  
Write an action plan for improving how you direct and delegate to a person you manage.

**Activity Description:**

Participants explore their perspectives on directing and delegating. They read about their directing and delegating styles and discuss their strengths and challenges. They watch video segments showing ineffective directing and delegating approaches for four employee styles. They discuss in a large group what was ineffective, then watch a follow-up segment that demonstrates a better approach. Finally, participants use people reading to figure out the DiSC® style of someone they manage. They read about directing and delegating to that style, and they write action plans for improving their approaches.



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## MODULE 3: Setting Awareness: Conditions/Climate Your Style Creates

### Activities:

- Individual
- Partner
- Small Group
- Large Group

### Materials:

- Handout 4.1
- Handout 4.2
- Handout 4.3
- *Maximizing PLC Performance Profile: Motivation section*
- *Management Interaction Guides*

### Goals:

- Learn how you affect the motivation of others.
- Recognize what different people find motivating and demotivating.
- Write an action plan for creating a more motivating environment for someone you manage.

### Activity Description:

Participants choose two things that motivate them and record their choices on a flipchart. They discuss similarities and differences in the group. They read about motivation and the environment they create and discuss this with a partner. They watch video segments showing demotivating approaches for four employee styles. Participants discuss what was ineffective, then they watch a follow-up segment that demonstrates a better approach. Finally, participants use people reading to figure out the DiSC® style of someone they manage. They read about what motivates that style, then they write an action plan for creating a more motivating environment.

## MODULE 4: Strategy Awareness: Developing Others with DiSC Style

### Activities:

- Individual
- Partner
- Small Group
- Large Group

### Materials:

- Handout 5.1
- Handout 5.2
- Handout 5.3
- *Maximizing PLC Performance Profile: Developing Others section*
- *Management Interaction Guides*

### Goals:

- Learn about your natural style of developing others.
- Identify the development preferences of different people.
- Write an action plan for developing a specific employee.

### Activity Description:

Participants reflect on how a manager or mentor helped them grow. They read about the advantages and disadvantages of their styles when developing people. Then, in style groups, they discuss how they prefer to be developed, and they create a poster to inform the large group about their preferences. Finally, participants use people reading to figure out the DiSC® style of someone they manage. They read about the development preferences of that style, and they write an action plan for developing that person.